

Receipt for Employee Handbook (Dated October 1, 2015)

By my signature below I verify that I understand and agree that the policies and protocols in the Landrum Professional Employee Handbook are primary, and where they are in conflict with other oral or written policies and protocols I have received from my jobsite employer, the Landrum Professional Employee Handbook will govern unless specifically stated otherwise, in writing. I understand that I will not be considered to be working for Landrum Professional until I have satisfied all post-job offer medical inquiries and examinations, and any outstanding background and reference checks.

I further confirm that I will read the handbook and am aware that I have the opportunity to ask questions which I may have concerning any of Landrum Professional's policies or other information set forth in the handbook. I also verify that I understand that the handbook does not constitute a contract for employment or for any benefits or procedures outlined in the handbook. With the exception of the Dispute Resolution Policy, the policies as well as any benefits provided may be amended or eliminated by Landrum Professional in its sole discretion at any time.

I understand that this handbook supersedes and replaces all prior handbooks.

Notice to Employees Working in South Carolina

Date of Issuance: 10/1/15 8:00 AM

PURSUANT TO SOUTH CAROLINA LAW, I ACKNOWLEDGE AND UNDERSTAND THAT THIS EMPLOYEE HANDBOOK DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT BETWEEN LANDRUM PROFESSIONAL, MY JOBSITE EMPLOYER, AND MYSELF.

I AGREE AND ACKNOWLEDGE THAT I AM AN AT-WILL EMPLOYEE, MEANING THAT I CAN QUIT OR BE TERMINATED AT ANY TIME, FOR ANY REASON OR NO REASON. I AGREE AND ACKNOWLEDGE THAT THIS AT-WILL RELATIONSHIP CANNOT BE ALTERED AND THAT NO CONTRACT CAN BE FORMED REGARDING ANY TERM OR CONDITION OF EMPLOYMENT UNLESS IT IS IN WRITING AND SIGNED BY MY JOBSITE EMPLOYER'S PRESIDENT OR CEO.

I ALSO AGREE AND ACKNOWLEDGE THAT THIS IS THE FIRST PAGE OF THE HANDBOOK GIVEN TO ME.

A DUPLICATE OF THIS NOTICE IS LOCATED IN YOUR EMPLOYEE HANDBOOK.

Employee Name (Print): _____

Employee Signature: _____

Client Name: _____

Date: _____